



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Violet Varona-Lukens, Executive Officer
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Acting Director of Public Works
Affirmative Action Compliance Officer

At its meeting held January 18, 2005, the Board took the following action:

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The following statement was entered into the record for Supervisor Molina:

“Recent events have shed light on the inadequacies within the Department of Public Works in responding to and investigating complaints regarding sexual harassment and employment discrimination. Under the guidance of the Office of Affirmative Action Compliance, the Department of Public Works has formulated a corrective action plan to improve employees’ well-being and promote a positive culture change within the Department. It is extremely important that we ensure that there is a change in culture and these matters are taken seriously with appropriate oversight.

“I therefore recommend that the Board take the following actions:

1. Give the oversight responsibility to the Affirmative Action Compliance Officer for the implementation of the corrective action plan to improve employees’ well-being and promote a positive culture change within the Department of Public Works;
2. Instruct the Acting Director of Public Works to allocate the necessary resources to ensure full implementation and monitoring of the plan; and
3. Instruct the Affirmative Action Compliance Officer to provide quarterly reports to the Board on the progress of implementation of the corrective action plan.

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Supervisor Knabe made a suggestion that Supervisor Molina's recommendation be amended to additionally instruct the Affirmative Action Compliance Officer to review the corrective action plan by December 31, 2005 to determine if quarterly reports would continue to be necessary. Supervisor Molina accepted Supervisor Knabe's amendment.

Therefore, on motion of Supervisor Knabe, seconded by Supervisor Molina, unanimously carried, Supervisor Molina's foregoing recommendation, as amended, was adopted.

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